THE GOVERNMENT OF
THE PROVINCE OF
PRINCE EDWARD ISLAND

# DEPARTMENT OF LABOUR

## ANNUAL REPORT 1982

HONOURABLE GEORGE R. McMAHON, Q.C.
Minister of Labour

TO HIS HONOUR,
THE HONOURABLE J. AUBIN DOIRON
Lieutenant Governor of the Province of
Prince Edward Island

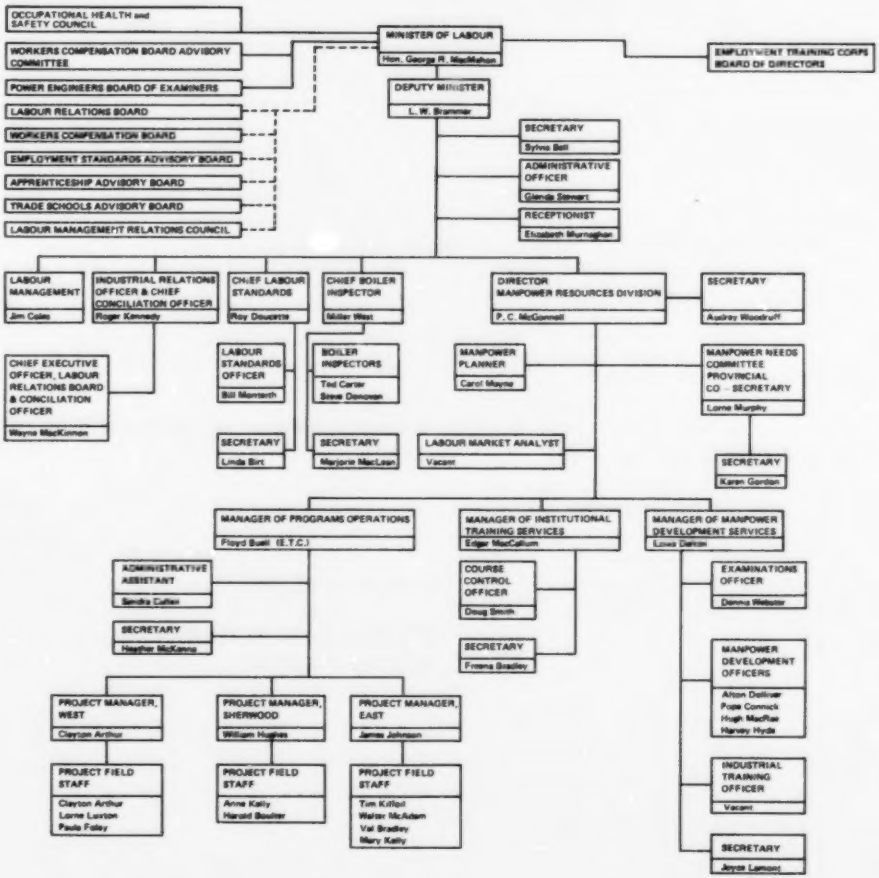
May It Please Your Honour,

I have the honour to submit herewith the Annual Report of the Department of Labour for the fiscal year 1982.

I have the honour to be, Sir,

Your obedient servant,

GEORGE R. McMAHON, Q.C.
Minister of Labour


OCCUPATIONAL HEALTH and SAFETY COUNCIL
WORKERS COMPENSATION BOARD ADVISORY COMMITTEE
POWER ENGINEERS BOARD OF EXAMINERS
LABOUR RELATIONS BOARD
WORKERS COMPENSATION BOARD
EMPLOYMENT STANDARDS ADVISORY BOARD
APPRENTICESHIP ADVISORY BOARD
TRADE SCHOOLS ADVISORY BOARD
LABOUR MANAGEMENT RELATIONS COUNCIL
MINISTER OF LABOUR
Hon. George R. MacMahon
EMPLOYMENT TRAINING CORPS BOARD OF DIRECTORS
DEPUTY MINISTER
L. W. Brammer
SECRETARY
Sylvia Bell
ADMINISTRATIVE OFFICER
Glenda Stewart
RECEPTIONIST
Elizabeth Murnaghan
LABOUR MANAGEMENT
Jim Coles
INDUSTRIAL RELATIONS OFFICER & CHIEF CONCILIATION OFFICER
Roger Kennedy
CHIEF LABOUR STANDARDS
Roy Doucette
CHIEF BOILER INSPECTOR
Miller West
DIRECTOR MANPOWER RESOURCES DIVISION
P. C. McConnell
SECRETARY
Audrey Woodruff
CHIEF EXECUTIVE OFFICER, LABOUR RELATIONS BOARD & CONCILIATION OFFICER
Wayne MacKinnon
LABOUR STANDARDS OFFICER
Bill Monteith
BOILER INSPECTORS
Ted Carter
Steve Donovan
MANPOWER PLANNER
Carol Mayne
MANPOWER NEEDS COMMITTEE PROVINCIAL CO - SECRETARY
Lorne Murphy
SECRETARY
Linda Birt
SECRETARY
Marjorie MacLean
LABOUR MARKET ANALYST
Vacant
SECRETARY
Karen Gordon
MANAGER OF PROGRAMS OPERATIONS
Floyd Buell (E.T.C.)
MANAGER OF INSTITUTIONAL TRAINING SERVICES
Edgar MacCallum
MANAGER OF MANPOWER DEVELOPMENT SERVICES
Lowa Dennis
ADMINISTRATIVE ASSISTANT
Sandra Cullen
SECRETARY
Heather McKenna
COURSE CONTROL OFFICER
Doug Smith
SECRETARY
Fresna Bradley
EXAMINATIONS OFFICER
Donna Webster
MANPOWER DEVELOPMENT OFFICERS
Alton Dolliver
Pope Connick
Hugh MacRae
Harvey Hyde
INDUSTRIAL TRAINING OFFICER
Vacant
SECRETARY
Joyce Lamont
PROJECT MANAGER, WEST
Clayton Arthur
PROJECT MANAGER, SHERWOOD
William Hughes
PROJECT MANAGER, EAST
James Johnson
PROJECT FIELD STAFF
Clayton Arthur
Lorne Lorton
Paula Foley
PROJECT FIELD STAFF
Anne Kelly
Harold Boulter
PROJECT FIELD STAFF
Tim Kilfoil
Walter McAdam
Val Bradley
Mary Kelly

To The Honourable George R. McMahon, Q.C.
Minister of Labour
Charlottetown
Prince Edward Island

Sir:

I have the honour to submit herewith the Report of the Prince Edward Island Department of Labour for the period ended December 31, 1982.

Respectfully submitted,

L. W. BRAMMER
Deputy Minister

Charlottetown
Prince Edward Island
December 31, 1982

## LEGISLATION ADMINISTERED BY THE DEPARTMENT OF LABOUR

Labour Act
Apprenticeship and Tradesmen's Qualification Act
Blind Workers' Compensation Act
Minimum Age of Employment Act
Power Engineers Act
Steam Boiler Act
Trades School Act
Truck Operators Remuneration Act
Workers' Compensation Act

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# REPORT OF THE DEPUTY MINISTER OF LABOUR

December 31, 1982

Honourable George R. McMahon, Q.C.
Minister of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

I am privileged to submit a report summarizing the transactions and affairs of the Department of Labour for the calendar year 1982.

The Sixteenth Joint Labour Management Conference, held in Charlottetown on November 3, 1982, was again sponsored by the Province and the Canada Department of Labour. The Conference theme was "Arbitration - Preparation and Presentation".

The Conference was chaired by Professor Iain Galloway, Chairman of the Labour Management Relations Council. The program was presented by Mr. John P. Sanderson, Q.C., who has the distinction of being classed among the leading active practitioners in Labour Relations in Canada, having participated in more than 1,500 Arbitration cases.

A short film of events which led to an employee at a factory site being discharged and a subsequent film showing the parties in the Arbitration Hearing set the scene for a very interesting and educational presentation of the Conference theme.

Judging from the questionnaires completed at the conclusion of the presentation, it was apparent that all participating in the Conference found it very worthwhile and very informative.

A change of format saw the Conference brought to a conclusion by a reception and banquet; but, instead of a guest speaker, Mr. Sanderson spole for just a few minutes on the lighter side of Arbitration — a fitting conclusion to a successful day.

The Forty-first Annual Meeting of the Canadian Association of Administrators of Labour Legislation was held in Hull. Three committees were in attendance; namely, Labour Relations, Statistics and Research and Women in Employment.

Mr. Don McGillvary was the Keynote Speaker, setting the present financial picture squarely before the delegates. With this introductory background, the three committees made their own presentations as to the manner in which restraint and its effects on collective bargaining was affecting their own particular responsibilities.

All in attendance expressed the opinion that the three days were extremely informative and well spent, the topics were very timely, and the individual presentations had proceeded very smoothly.

Because the Chairman changed his position from Deputy Minister, Labour Canada to Vice-Chairman, Canada Labour Relations Board, I assumed his Chairmanship role before the Conference and will continue in this capacity until September, 1983 when the forthcoming Forty-second Conference is held in Victoria, British Columbia.

**General**

We continued to operate with few staff changes. Fred Eberman was seconded to the Cabinet Committee on Job Creation, and Carol Mayne moved into this position in an acting capacity. Jackie MacNeill joined us in a temporary classification position. Three former employees of the Employment Training Corps staff obtained full-time positions outside the Department, and we were able to keep the remaining staff engaged with longer hours than in the previous arrangement.

During the 1982 Session of the Legislature, we acquired responsibility for Occupational Health and Safety activities; and, during the year, we have appointed Mrs. Phyllis MacDonald to the Executive Officer's position and Heather McKenna, formerly of Employment Training Corps, as Secretary to the Council. Mr. John Carr was appointed Chairman; and as of this date, all the nominated Council members have indicated their willingness to act as members but have not yet been officially appointed. It is expected that the first Council meeting will held in early January at the new office area on Queen Street, in the former Carvell Building.

Subsequent to the September election, we acquired a new Minister of Labour, Honourable George R. McMahon, Q.C. Mr. McMahon also retained his previous portfolio as Minister of Justice.

Mr. Wilson Ross, a lont-time Government employee, retired from his position as Training in Industry officer, a position he had held since 1975. We all join in wishing Wilson a long and enjoyable retirement. In his work as a member of the Charlottetown City Council and as a tourist motel operator, we expect he will at times question, "What retirement?"

Mr. Bruce MacKenzie joined the staff of the Research and Planning Branch as a Planning Assistant, and we are very pleased to have Bruce with us.

Reports in detail of the various Divisions within the Department are enclosed.

I wish to express my sincere appreciation to all staff members of the Department who have made this as successful a year as I feel it has been.

Respectfully submitted,

L. W. Brammer
Deputy Minister

# ADMINISTRATION

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown
Prince Edward Island

Sir:

The approved budget for the fiscal year April 1, 1981 to March 31, 1982 was $5,539,600.

The total amount expended on approved programs carried out by the staff of the Department of Labour was $5,346,658.81

Total Revenue for the 1981-82 fiscal year was $4,561,161.29.

A detailed statement of department expenditure and revenue is attached.

Respectfully submitted,

Glenda Stewart
Administrative Officer

## DETAILED EXPENDITURE REPORT
## DEPARTMENT OF LABOUR
## PERIOD APRIL 1, 1982 — MARCH 31, 1982

| SECTION | APPROVED ESTIMATE | ACTUAL EXPENDITURE |
|---|---|---|
| **Labour Administration** | | |
| Administration | $ 11,400 | $ 11,065.44 |
| New Equipment | 500 | - |
| Professional Services | 1,000 | - |
| Salaries | 94,800 | 105,739,000 |
| Materials & Supplies | 3,800 | 3,712.36 |
| Travel | 9,100 | 7,292,27 |
| TOTAL | 120,600 | 127,809.07 |
| **Industrial Relations** | | |
| Administration | 1,000 | 207.42 |
| Materials & Supplies | 1,500 | 1,559.40 |
| Professional Services | 32,000 | 1,925.50 |
| Salaries | 33,300 | 33,467.58 |
| Travel | 3,700 | 3,637.08 |
| TOTAL | 71,500 | 40,796.98 |

| | | |
|---|---|---|
| **Labour Standards** | | |
| Administration | - | 118.83 |
| Materials & Supplies | 1,900 | 1,510.17 |
| Professional Services | - | 594.20 |
| Salaries | 64,000 | 68,269.64 |
| Travel | 6,500 | 6,698.26 |
| Other | 1,000 | - |
| TOTAL | 73,400 | 77,191.10 |
| **Boiler Inspection** | | |
| Administration | 1,000 | 877.90 |
| Equipment | 600 | 292.66 |
| Materials & Supplies | 3,000 | 2,440.00 |
| Salaries | 92,600 | 94,988.65 |
| Travel | 14,100 | 13,456.15 |
| TOTAL | 111,300 | 112,055.36 |
| **Labour Relations Board** | | |
| Administration | 1,000 | 576.74 |
| Materials & Supplies | 1,700 | 1,607.23 |
| Professional Services | 1,200 | 1,500.00 |
| Salaries | 40,700 | 41,365.06 |
| Travel | 5,600 | 5,419.49 |
| TOTAL | 50,200 | 50,468.52 |
| **Labour-Management Relations Council** | | |
| Administration* (includes Conference Grant) | 2,000* | 114.30 |
| Materials & Supplies | 1,100 | 644.06 |
| Salaries | 7,500 | 6,266.65 |
| Travel | 1,800 | 1,227.09 |
| Grants - Conference | - | 1,600.00 |
| TOTAL | 12,400 | 9,852.10 |
| **Labour Management Branch** | | |
| Administration | 1,600 | 1,162.96 |
| Materials & Supplies | 900 | 764.73 |
| Salaries | 28,600 | 28,961.25 |
| Travel | 3,500 | 3,899.61 |
| TOTAL | 34,600 | 34,788.55 |

| | | |
|---|---|---|
| **Manpower Administration** | | |
| Administration | 1,800 | 1,254.48 |
| Equipment | 500 | - |
| Materials & Supplies | 1,500 | 1,270.37 |
| Salaries | 56,800 | 57,927.03 |
| Travel | 2,700 | 2,501.07 |
| TOTAL | 63,300 | 62,952.95 |
| **Apprenticeship** | | |
| Administration | 2,800 | 3,895.31 |
| Equipment | 500 | 64.90 |
| Materials & Supplies | 5,600 | 4,104.33 |
| Salaries | 163,800 | 166,027.88 |
| Travel | 12,000 | 11,092.29 |
| Grants (Apprentice Training Allowance) | 2,500 | 2,258.04 |
| TOTAL | 187,200 | 187,442.75 |
| **Employment Training Corps** | | |
| Administration | 4,500 | 26,156.95 |
| Holding Account | 579,100 | - |
| Equipment | 200 | - |
| Materials & Supplies | 1,900 | 16,606.90 |
| Salaries | 63,000 | 425,499.43 |
| Travel | 6,000 | 20,254.35 |
| TOTAL | 654,700 | 488,517.63 |
| **Training in Industry** | | |
| Administration* | - | 1,263.55 |
| Equipment* | - | - |
| Materials & Supplies* | - | 496.91 |
| Salaries | 40,500 | 48,113.96 |
| Travel | 8 | 4,554.81 |
| Other | 7,800 | - |
| TOTAL | 48,300 | 54,429.23 |

* Included in "Other"

| | | |
|---|---|---|
| **Manpower Needs Committee** | | |
| Administration | 3,000 | 1,990.43 |
| Materials & Supplies | 3,100 | 895.29 |
| Professional Services | 5,100 | - |
| Salaries | 46,800 | 47,437.32 |
| Travel | 1,300 | 1,105.89 |
| TOTAL | 59,300 | 51,428.93 |

| | | |
|---|---|---|
| **Institutional Training Services** | | |
| Administration | 2,000 | 1,569.17 |
| Materials & Supplies | 1,400 | 852.97 |
| Salaries | 73,500 | 73,911.96 |
| Travel | 4,000 | 4,520.60 |
| Grants: Manpower Training | 3,809,000 | 3,737,293.00 |
| Adult Night | 100,000 | 101,706.52 |
| Holland College Capital Equipment* | - | 70,000.00 |
| TOTAL | 3,989,900 | 3,989,854.22 |

*Included in Manpower Training

| | | |
|---|---|---|
| **Research, Planning and Evaluation** | | |
| Administration* | - | 1,199.28 |
| Equipment* | - | - |
| Materials & Supplies* | - | 977.35 |
| Salaries | 55,800 | 52,319.29 |
| Travel | 4,100 | 4,575.50 |
| Other | 3,000 | - |
| TOTAL | 62,900 | 59,071.42 |
| **Department Total** | | $5,346.658.81 |

* Included in "Other"

**REVENUE**

| **Federal** | **ACTUAL RECEIVED** |
|---|---|
| Canada Manpower | $4,217,868.27 |
| Development Plan | 301,525.71 |
| Work Activity | 23,050.00 |
| TOTAL | 4,542.443.98 |

| | |
|---|---|
| **Fees & Services** | |
| Boiler Inspection Fees | 14,106.96 |
| Trade Exams | 1,807.00 |
| Engineer Fees | 2,583.35 |
| Miscellaneous | 220.00 |
| TOTAL | 18,717.31 |
| **Total Department Revenue** | $4,561,161.29 |

# LABOUR DIVISION

# REPORT OF
# OCCUPATIONAL HEALTH AND SAFETY

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

Responsibility for Occupational Health & Safety was assigned to the Department of Labour during the past year.

In the spring session of the Legislature, An Act to Establish an Occupational Health & Safety Council was introduced by the Honourable Patrick G. Binns. The Act went into force on May 7, 1982.

John A. Carr, a Charlottetown barrister and a member of the original Ministerial Advisory Committee on Occupational Health & Safety, was appointed the first chairman.

Members of the Council appointed by Executive Council for a one-year period were: Ansel Ferguson, Eric Hamill, Sandy MacKay, John Morrison, Francis Reid, Mary E. Robertson and Leo F. Rossiter. Ex-officio members are: L.W. Brammer, Deputy Minister of Labour and Keith Wornell, Deputy Minister of Health & Social Services.

Phyllis MacDonald, who served as Executive Secretary of the 1981 Ministeral Advisory Committee on Occupational Health & Safety, is Executive Officer. She will administer the affairs of the Council.

The main role of the Council will be to act as a public body ready and able to offer the Minister of Labour advice on matters related to Occupational Health & Safety.

The office of the Occupational Health & Safety Council has been established at 25 Queen Street, Charlottetown.

Respectfully submitted,

Phyllis MacDonald
Executive Officer

# REPORT OF THE INDUSTRIAL RELATIONS BRANCH

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

The following is a brief summary of the activities of the Branch for the calendar year 1982.

There was one strike and one lock-out during the year with a combined loss of 2,168 person days of work.

Eight of the twenty cases listed below have binding arbitration as a final settlement mechanism. Three of the eight exercised their right to arbitration. The Department provided conciliation services in the following cases:

Schurman Supply (Charlottetown Branch) and Local 902 International Union of Operating Engineers. Company locked-out employees March 1, 1982, until new agreement was reached at Conciliation April 15, 1982. (Loss of 152 person days of work.)

Maritime Motor Supply Company Limited and Local 902 International Union of Operating Engineers. Settled.

The General Hospitals of Prince Edward Island and Local 942 International Union of Operating Engineers representing the General Hospital Employees Association. Settled.

Canada Packers Incorporated and Local 282P United Food and Commercial Workers. Settled at national conciliation level.

General Hospitals of Prince Edward Island and Locals 805, 1051, 1466, 1778, 1779 & 1865 Canadian Union of Public Employees. Not settled at Conciliation. Settled by Arbitration.

The Government of the Province of Prince Edward Island and the Prince Edward Island Public Service Association Incorporated. Settled.

Alcohol and Drug Problems Institute; Kings County Addiction Services Incorporated; and the Prince County Addiction Service Incorporated; and the Provincial Collective Bargaining Committee. Conciliation services withdrawn.

The General Hospitals of Prince Edward Island and the Provincial Collective Bargaining Committee. Settled.

Benner Industries Limited and Local 282P United Food and Commercial Workers. Settled.

Schurman's Limited (Window Manufacturing Division) and Local 1338 United Brotherhood of Carpenters and Joiners. Not settled at Conciliation. Union commenced strike action on July 2, 1982, and returned to work August 31, 1982. (Loss of 2,016 person days of work.)

The Province of Prince Edward Island as represented by the Minister of Education and the Prince Edward Island Teachers' Federation. Not settled at Conciliation. Settled by Arbitration.

The Town of Summerside and Local 1174 Canadian Union of Public Employees. Not settled at Conciliation. Settled by Arbitration.

The Town of Summerside and Local 1432 International Brotherhood of Electrical Workers (Clerical Workers). Settled.

The Town of Summerside and Local 1432 International Brotherhood of Electrical Workers (Electrical Workers). Settled

Prince Edward Island Teachers' Federation and Prince Edward Island Teachers' Federation Professional Staff. Settled.

Cavendish Farms and Local 282P United Food and Commercial Workers. Settled.

Prince County Nursing Home and Local 2598 Canadian Union of Public Employees. Settled.

Central Farmers Co-operative Association Limited and Local 282P United Food and Commercial Workers. Settled.

Commissioners of Sewers and Water Supply and Local 830 Canadian Union of Public Employees. Pending.

Commissioners of Sewers and Water Supply and Local 830 Canadian Union of Public Employees (Employees of the Waste Water Treatment Plant). Pending.

Respectfully submitted,

Roger W. Kennedy
Industrial Relations Officer

# REPORT OF THE LABOUR MANAGEMENT BRANCH

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.
C1A 7N8

Sir:

Following is a brief report of the activities of the Labour Management Branch for the year 1982.

During the year four of the seven Committees at Maritime Electric stopped having their meetings for various reasons. Efforts are still being made to re-establish at least three of those.

The Queen Elizabeth Hospital Construction Committee ceased to function on the completion of the Hospital. I might add that the Hospital Committee contributed a great deal to the successful completion of the entire project almost on target. If not for the wage dispute which took place, the project would have finished almost without incident, and ahead of the target date - a real accomplishment for a structure the size of the hospital.

Georgetown Seafoods, of course, closed their plant which now leaves us with 49 Labour Management Committees working in various degrees of success on P.E.I.

Efforts are being made presently to establish Committees in School Units 2, 3, 4, and 5, since Unit 1 is really doing so well with their committee.

The Department of Labour booth was set up by the Branch and material handed out concerning Labour Management Committees at the C.U.P.E. Convention in Montague, the Federation of Labour Convention, the P.S.A. Convention and the Labour Management Conference. In addition to the materials handed out at those conventions, the Labour Management officer keeps all establishments and the Regional Services Centres supplied with material to assist with Labour Management Committees; and many thousand discussion sheets are prepared and sent out to committees to assist them in their discussions on various subject during the year.

During the year, luncheon workshops were held with the following groups: The Town of Summerside (all six Committees); Cavendish Farms; Island Metal Fabricators; Confederation Centre (three Committees); Charlottetown Sewer and Water; Maplewood Manor; Beach Grove Home; Summerset Manor; Western Hospital, Community Hospital, O'Leary, and Stewart Memorial Health Centre, combined as one; National Sea Products, Summerside; and Benner Industries. At these functions, they either hold joint meetings or the Terms of Reference is amended to reflect the necessary changes in committees. The slide presentation is often given at this time by the Labour Management Officer to really explain the functions of the Committee, especially when new people come on the committee. In this regard, the slide presentation was done on twelve occasions, by the Labour Management Officer during the year.

The Labour Management Officer attended approximately 300 Labour Management and related meetings during the year. He attended all the meetings of the Labour Management Relations Council and assisted them with the preparation and arrangements for the Annual Conference sponsored by the Council and with the setting up and arranging for the weekend training program for Arbitrators, where nine people took the course.

The Labour Management Officer prepared, had printed, and mailed out one issue of the L.M.R.C. NEWS and the second issue is now being prepared and hopefully will be out by the year's end.

Other activities included the preparation of a booklet called "Questions and Answers Concerning Labour Committees", which tries to answer the many questions most commonly asked the Labour Management Officer. This booklet now has a wide distribution with many remarks in its favour.

On behalf of the Labour Management Branch, I would like to thank you and your staff for the assistance and support throughout the year.

Respectfully submitted

James Coles
Labour Management Officer

# REPORT OF THE LABOUR RELATIONS BOARD

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

In 1982 the Board dealt with nineteen separate cases in its areas of responsibility.

During the year the Board issued eight Certification Orders while denying one additional Application.

Two Certification Orders issued by the Board are presently before the Supreme Court.

The Board investigated and issued its Decision on four Unfair Labour Practice Complaints.

One Jurisdictional Dispute and two Applications for Reconsideration were also brought before the Board in 1982.

Additional cases brought before the Board included one Application for Amendment, one Application for Revocation, and one Application for Transfer of Jurisdiction.

The composition of the Board remained the same during 1982.

Members of the Board are Messrs. Melvin McQuaid (Vice-Chairman), Harry Snow, Roy Lambie, Lloyd Weeks, Robert Crockett, George McInnis and Glen Mitchell. Mr. Wayne MacKinnon acts as Chief Executive Officer of the Board.

The Board continued to receive excellent co-operation from personnel of the Department of Labour.

Respectfully submitted,

J.J. Revell
Chairman

# REPORT OF THE EMPLOYMENT STANDARDS BRANCH

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

I am pleased to submit the sixteenth Annual Report of the Employment Standards Branch.

The year 1982 has been somewhat successful in that Part III of the Labour Act has been amended to provide Maternity Leave protection. However, there is still a great deal of Employment Standards legislative change required to provide Prince Edward Island employees and employers parity with the rest of Canada.

The Branch was called upon to investigate 123 formal complaints during 1982, and of the 123 formal complaints, 107 have been settled. Of the remaining 16 cases, 6 cases are still under investigation, 2 cases are being dealt with by the Department of Justice, 4 cases are awaiting payment and 4 cases will be going before the Employment Standards Advisory Board.

The total sum of monies received through the 107 formal complaints which have been settled is as follows:

| | |
|---|---|
| Vacation Pay | $25,940.00 |
| Wages | 14,435.54 |
| Pay in Lieu of Proper Notice | 1,375.40 |
| | $41,750.94 |

The following statistical data gives a brief breakdown of what has happened during 1982 in this Branch:

| | |
|---|---|
| Inquiries | 4,895 |
| Investigations | 72 |
| Number of Employees Affected | 201 |
| Routine Inspections | 467 |

Although 1982 has proved to be a good year for wage recovery in that we have collected twice as much as last year, let us not forget that the employees of bankrupt companies have lost out on wages in excess of $40,000.

Again I would like to express my appreciation to you, Sir, for your support and guidance and also to my staff, employers, employees and the general public for their co-operation and assistance.

Respectfully submitted,

Roy J. Doucette
Chief Labour Standards Inspector

# REPORT OF THE EMPLOYMENT STANDARDS ADVISORY BOARD

December 13, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown
Prince Edward Island

Sir:

I am pleased to submit the eleventh annual report of the Employment Standards Advisory Board.

The year 1982 could be considered an active year in that we had two new members appointed to the Board and a new minimum wage order became effective October 1, 1982.

During the year, the Board held six meetings which dealt with seven appeals concerning non-payment of wages, vacation pay and pay in lieu of proper notice of termination, and a great deal of discussion centered around the recommendation of the new minimum wage rate.

Further, the Chairman and Secretary of the Board attended the Atlantic Minimum Wage Board Conference held in St. John's, Newfoundland, on October 13, 1982.

I wish to express my thanks to Roy Doucette, Board Secretary, to Bill Monteith and to the Department of Labour staff for their co-operation and assistance and extend a very special thank you to our former Board Members, Mr. Harry MacLauchlin and Mr. George Wright, and also welcome our new Board Members, Mr. George Meikle and Mr. Reagh Bagnall.

Respectfully submitted,

Michael F. Hennessey
Chairman

# REPORT OF THE BOILER INSPECTION DIVISION

December 31, 1982

Mr. L.W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

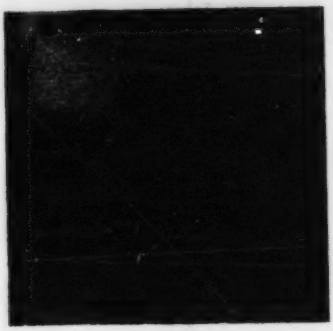
The photographs on the following pages depict the results of catastrophic failures of boilers and pressure vessels. Although the pictures may indicate otherwise, the boilers and pressure vessels in question are not large units.

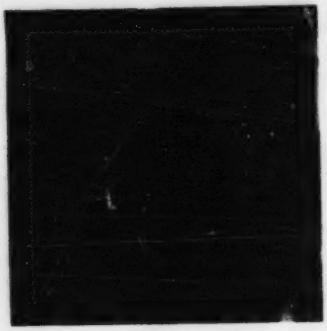
On October 13, 1980, a cast iron heating boiler exploded at a day care centre killing four pre-school children, one adult, and seriously injuring seven other youngsters. The jurisdiction in question did not have a boiler and pressure vessel law for public safety.

In 1981, this Utah home sustained $30,000 in damges when the domestic water heater exploded.

A church in Maple Valley, Washington, sustained $291,000 in damages when its water heater blew through the roof early one morning. The unit had not been inspected since its installation some years before. The safety valve did not work.

Cast iron boilers can fail in a violent manner. A section of this boiler was found 185 feet away after travelling through a large overhead door. Cause of the explosion - the temperature regulating control failed due to poor maintenance. The safety valve seized.





In January, 1982, in a school cafeteria in Oklahoma, a water heater failed catastrophically. Seven persons were killed, thirty-four were hospitalized.

The State's Boiler and Pressure Vessel laws are being severely criticized in that they are not strict enough and do not require necessary inspections. Numerous safety control violations contributed to this disaster.

From the above evidence, it can be seen that some form of regulation is necessary.

It is the prime objective of the Boiler and Pressure Vessel Division to prevent such failures and disastrous results.

During the year 1982, the Boiler Inspection Division was involved in the administration of a wide range of programmes governed by the Steam Boiler Act and the Power Engineers' Act. Boiler Inspectors are appointed by the Lieutenant Governor in Council to conduct inspections and provide information to the public regarding any matter covered by this Legislation.

The following statistics provide an indication of the accomplishments of the Division over the past year and preceeding years where statistics are available.

## ACTIVITIES UNDER THE STEAM BOILER ACT

With the exception of boilers and pressure vessels installed in private residences, all other installations are inspected initially after installation and yearly thereafter.

**Inspections**

| | 1982 Initials | 1982 Annuals | 1982 Total | 1981 Total | 1980 Total |
|---|---|---|---|---|---|
| Boilers | 69 | 1,158 | 1,227 | 1,275 | 1,563 |
| Pressure Vessels | 223 | 1,326 | 1,549 | 1,462 | 1,502 |

During an inspection, the safety officer ensures that all the required safety controls are installed and operating properly. All installations are examined for signs of deterioration that might bear upon the life and safe operation of the equipment. Any adverse conditions that may cause deterioration are brought to the attention of the owner. Reinpsection is conducted in thirty days from the time of inspection on installations where potential hazards were found to exist. A total of 144 reinspections have been carried out in 1982. The totals in the 1981 and 1982 columns depict the number of inspections conducted over an eleven month period.

## POTENTIAL HAZARDS AVERTED

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| Safety Valve Seized or Missing | 27 | 50 | 69 |
| Defective Safety Valve | 69 | 93 | 51 |
| Low Water Cut Out Defective or Missing | 80 | 136 | 87 |
| Limit Controls Defective or Missing | 3 | 4 | 4 |
| Defective Water Glass | 3 | 6 | 4 |
| Accessories and Connections Requiring Repair | 40 | 42 | 27 |
| Miscellaneous Unsafe Conditions | 87 | 91 | 50 |
| Heavy Scale Buildup | 11 | 8 | 18 |
| Major Repairs Required | 40 | 24 | 24 |
| Condemed or Out of Service Pending Repairs | 7 | 6 | 5 |
| Total | 367 | 460 | 339 |

**Accidents**

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| Accidents | 2 | 0 | 0 |
| Injuries | 0 | 0 | 0 |
| Fatalities | 0 | 0 | 0 |

## REGISTRATION OF DESIGNS

All boilers, pressure vessels and fittings sold for use in Prince Edward Island must be constructed to a registered design. To this end, the Department reviews designs submitted by manufacturers to see that they comply with the minimum requirements of codes and standards applicable to such items. If a design is accepted, a Canadian Registration Number is issued. When the vessel is sold in this province, the number issued by the Department must be stamped on the name plate of the vessel.

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| Boilers | 4 | 16 | 9 |
| Pressure Vessels | 72 | 118 | 168 |
| Fittings | 18 | 24 | 42 |
| Welding Procedures | 12 | 8 | 4 |

## CERTIFICATION OF WELDERS

All persons employed to do welding on vessels or structures to which this Act applies must have their Welder's Certification renewed annually. To become Re-certified, a welder must pass a test under Section IX of the American Society of Mechanical Engineers' Code for Welding qualifications administered by the Division.

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| Welders Certified | 90 | 91 | 95 |

## MEDICAL GAS PROGRAMME

The installation of the Medical Gas system at the Queen Elizabeth Hospital was completed in the spring of this year. Final identity and purity tests of all patient outlets were conducted prior to the Department issuing authorization for use.

During the year, the Medical Gas system at the Montague Hospital was upgraded to meet the minimum requirements of the Medical Gas Code. With construction underway of a new wing at the Tyne Valley, Stewart Memorial Health Centre, this Medical Gas system will be upgraded to the same standard.

## CALIBRATION OF FISH PROCESSING PLANT EQUIPMENT

In consultation with the Seafood Processors' Association and the Federal Department of Fisheries, a programme of equipment certification has been established.

Under this programme, all temperature and pressure recording devices associated with cooking retorts are calibrated annually.

## NEW BOILER AND PRESSURE VESSEL ACT

During the 1982 Session of the Legislature, a new Boiler and Pressure Vessel Act was passed. Regulations under this Act are presently being formulated and will be submitted to Executive Council in the near future.

## ACTIVITIES UNDER THE POWER ENGINEERS ACT

The Power Engineers' Act provides Regulations for the operation of Power Plants and Heating Plants.

The Power Engineers' Board of Examiners, appointed under the Act, reviews and assesses all applications and examinations of persons seeking certification as a Power Engineer.

### Power Engineers' Examinations Conducted

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| Total Examinations | 82 | 64 | 81 |
| Total Candidates | 38 | 37 | 42 |
| Certificates Issued | 27 | 20 | 19 |

### Power Engineers Currently Registered

| | 1980 | 1981 | 1982 |
|---|---|---|---|
| First Class | 9 | 10 | 11 |
| Second Class | 28 | 25 | 24 |
| Third Class | 71 | 68 | 70 |
| Fourth Class | 135 | 145 | 161 |
| Refrigeration "A" | 4 | 4 | 4 |
| Refrigeration "B" | 27 | 27 | 27 |
| TOTAL | 274 | 279 | 297 |

## PLANT REGISTRATION

Plants reqiuring certified operators according to the Act must be registered with this Division. The plant is then issued a certificate in accordance with its maximum output. The number of registered plants on Prince Edward Island stands at sixty-four, ranging in size from Fourth Class to First Class and Refrigeration "A" and Refrigeration "B".

During the year, the Chief Inspector participated in the activities of the Chief Boiler Inspectors' Association; the C.S.A. (Canadian Standards Association), B-51 code for the Construction and Inspection of Boilers and Pressure Vessels; C.S.A. B-52 Code for Mechanical Refrigeration; C.S.A. W-178 code for Welding Inspection Organizations and was the Canadian representative to the National Board Executive Committee.

I would like to take this opportunity to express my appreciation to you, sir, for your support and to the public for their co-operation over the past year. We look forward to serving you in 1983.

Respectfully submitted,

W. A. Miller West
Chief Boiler Inspector

# PROVINCIAL YOUTH DEVELOPMENT PROGRAM

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown
Prince Edward Island

Sir:

The Province of Prince Edward Island, through the Department of Labour, offered its first Provincial Youth Development Program in the summer of 1982 to provide 125 jobs opportunities for Island students. These positions, which were in addition to those normally generated by government, were available throughout the province. Working the physical and human resource sectors provided students with the opportunity to put their skills and talents to use and encouraged the development of new skills. This program was a step towards employing more of our Island youth in the short term for potential long term benefits to our Province.

The Provincial Youth Development Program was administered by the Department of Labour; but project supervision was provided by the individual provincial department or agency, or through their branches at the Regional Services Centres. A co-ordinator, through the Department of Labour, was responsible for the overall operation of the program to ensure the objectives of the program were being implemented. The Department of Labour was responsible for payment of wages to students. All other costs incurred were the responsibility of the individual departments.

The program consisted of individual projects working in teams of two or more. The projects operated for periods of 10, 12, and 14 weeks with an hourly wage of $4.25 for 37½ hours per week. The program employed 125 students across the Island. The designated supervisor completed evaluation forms bi weekly for the overall co-ordinator. The co-ordinator made periodic visits to the projects during their operation.

Students participating in the program were introduced to good working habits, while gaining new and varied experience helping to meet the needs of fellow Islanders and Prince Edward Island.

Respectfully submitted,

Martha O'Brien
Co Ordinator

# MANPOWER RESOURCES DIVISION

# REPORT OF THE DIRECTOR OF MANPOWER RESOURCES DIVISION

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
Charlottetown, P.E.I.
C1A 7N8

Sir:

I am pleased to submit the Annual Report of the Manpower Resources Division for the 1982 calendar year. This Division includes the following Branches:

1. Institutional Training Services
   Manager, J. Edgar MacCallum
   Course Control Officer, Douglas Smith
2. Manpower Development Services
   Manager, Louis Dalton
   Apprenticeship Examinations Officer, Dennis Webster
3. Employment Training Corps
   Manager, Floyd B. Buell
4. Manpower Needs Secretariat
   Provincial Co-Secretary, Lorne Murphy
5. Research and Planning
   Acting Chief, Carol Mayne

Since the five Branches are each providing you with separate reports, I shall comment on another dimension of the Division's involvement in manpower matters.

On behalf of the Province, I Chaired the team that negotiated the Canada/Prince Edward Island Adult Training Agreement. This Agreement will provide approximately $14 million dollars over a three year period, to train Islanders. I wish to express my sincere appreciation to the members of the negotiating committee whose expertise and hard work greatly assisted in making this a worthwhile Agreement for the Province.

Although there continues to be a spirit of cooperation between the Canada Employment and Immigration Commission and the Department of Labour, the Manpower Resources Division on behalf of the Department, has consciously worked at developing improved Federal/Provincial relations on manpower matters. A healthy relationship between the two jurisdictions on manpower issues, can be maintained only through effort and vigilance.

Over the past several months, the Manpower Resources Division, attempting to acquire capital funds from the Federal Government, has worked with Holland College on the development of proposals needed to obtain these monies. Project proposals totalling close to $2 million dollars, have been forwarded to the Federal Government for approval. In cooperation with Holland College, we are now considering the next round of proposals.

During the past year, I have represented the Department on a Committee that is working toward the setting up of a Culinary Institute in the Province. It is certainly a pleasure to work with such a determined group. The Committee Chairman, Don Groom, is to be commended for his hard work and leadership.

The Manpower Resources Division staff anticipates a very active and productive 1983, working on major manpower issues affecting Prince Edward Island.

Respectfully submitted,

Peter C. McGonnell
Director

# REPORT OF THE EMPLOYMENT TRAINING CORPS

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

With the change over of funding from the Comprehensive Development Plan to the direct purchase of training seats by Canada Employment and Immigration Commission the type of program offered by the Corps has also changed.

With the change-over in funding, the program ceased its involvement in the Housing Rehabilitation Program for the P.E.I. Housing Corporation and the Department of Social Services with the possible exception of small jobs that fit the new training requirements. During 1982 the Corps maintained project workshops at three locations. These projects were located at Elmsdale, Sherwood and Souris.

**Elmsdale**

At the Elmsdale project the workshop activities consisted of furniture upholstering, construction of items for non-profit organizations, (bookcases, display racks and other items of like nature). The Corps also provided work experience in the area of appliance repair as the opportunities presented themselves.

Some work of a minor nature was also provided for the guests at the Malpewood Manor.

The project was closed down form May 10, 1982 until October 25, 1982.

**Sherwood**

During the 1982 period the project at Sherwood continued to concentrate its efforts in the area of woodworking.

A large number of orders were received from government departments, agencies and community organizations but due to the different type of program a number of orders had to be refused.

The orders included the construction of bookcases, display units, planters, small conference tables, coffee table, as well as other items for the Department of Forestry and Fisheries.

The project activities at Sherwood were closed down from June 14, 1982 until October 12, 1982.

The supply of trainees for the project at Sherwood has been very low since its commencement, resulting in a low level of production during the fall period.

**Souris**

At the Souris project work activities were concentrated on refurbishing desks for the School Board in the area, furniture manufacturing and small appliance repair. A

small amount of work was performed for the low rental housing units, i.e. repair and refinishing of interior walls, replacement of windows as well as other minor repairs.

The project at Souris was closed down from May 10, 1982 and was reopened on October 25, 1982.

Because of the cutback of the program all field staff were on a work-sharing schedule. All field staff worked four days each week in order to prevent any layoff due to the cut back in the program.

During 1982 the Corps has lost five field staff by attrition. Three finding other employment within the Province, one accepting employment in Labrador and the fifth returning home to England.

One head office staff person was seconded to the Occupational Health and Safety section of the Department of Labour, thereby reducing head office staff to two positions.

The Employment Training Corps Policy and Procedures Manual is currently under review and will be completed early in the new year.

A trainee survey was initiated in the latter part of 1982 and will be completed in 1983. The survey will supply data on the trainees who have spent time with the Corps since 1972 when the Corps first commenced operations.

During the year 1983, the Corps will continue to diversify its program to meet the needs of the target population and attempt to provide a wide range of activities which will enable the individual to gain a better understanding of the requirements to be successful in the work force.

The Corps will also continue to review its training programs so that the trainees will receive the benefit of a program that is tailored to their needs.

Respectfully submitted,

Floyd B. Buell
Manager

# REPORT OF THE MANPOWER DEVELOPMENT SECTION

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

I am pleased to submit the 1982 Annual Report of the Manpower Development Section.

The continued slow down in the Island's economy is beginning to show up in the amount of Apprenticeship and Industrial Training activity. We have experienced a dramatic reduction in Industrial Training contracts and a marginal drop in new apprentices. The problem facing apprentices is securing full time employment, many are working for shorter periods each year.

There was a renewed effort within the Atlantic Region and through the Interprovincial Standards Program Coordinating Committee to standardize training programs and to put in place a more cooperative and cost effective approach to Program Development.

During the year the Branch, the Apprenticeship Advisory Board and Industry Trade Committees have been active in the review and revision of apprenticeship programs. We express our appreciation to the many committee members and to employees of Holland College, CEIC and the local centres. Without this assistance and cooperation the development and delivery of our training programs would not be possible.

| Trade | Apprentices - Jan. 1/82 | Apprentices - Dec. 30/82 | New Apprentices | Drop - outs | In - school Training | Apprentices Qualified | Tradesmen Qualified | Total Certificates Issued to Date | Total Red Seals Issued to Date | Work Permits |
|---|---|---|---|---|---|---|---|---|---|---|
| Bricklayer | 12 | 15 | 5 | 2 | 7 | 0 | 1 | 42 | 35 | |
| Bus and Transport | 2 | 4 | 2 | 0 | 4 | 0 | 1 | 15 | X | |
| Cabinet Maker | 9 | 9 | 2 | 2 | 4 | 0 | 0 | 4 | X | |
| Carpenter | 151 | 152 | 17 | 0 | 46 | 16 | 22 | 458 | 196 | |
| Construction Electrical | 79 | 72 | 6 | 4 | 44 | 9 | 1 | 261 | 179 | |
| Cook | 25 | 32 | 20 | 12 | 9 | 1 | 10 | 31 | 17 | |
| Drafting | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | X | |
| Farm Equipment Mechanic | 20 | 18 | 2 | 2 | 11 | 2 | 1 | 25 | X | |
| Heavy Duty Mechanic | 3 | 4 | 1 | 0 | 2 | 0 | 5 | 74 | 15 | |
| Industrial Electrician | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | |
| Industrial Instrument Mechanic | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| Industrial Mechanic (Millwright) | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | |
| Lineman | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 16 | 11 | |
| Machinist | 3 | 3 | 0 | 0 | 1 | 0 | 1 | 7 | 2 | |
| Motor Cycle Mechanic | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 12 | X | |
| Motor Vehicle Repair | 61 | 61 | 22 | 7 | 43 | 15 | 21 | 562 | 170 | 106 |
| M.V.R. (Body) | 33 | 41 | 11 | 2 | 16 | 1 | 1 | 94 | 25 | |
| M.V.R. (Electrical & Fuel) | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 12 | X | |
| M.V.R. (Transmission) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | X | |
| Oil Burner Mechanic | 4 | 5 | 2 | 1 | 1 | 0 | 5 | 80 | 13 | |
| Painter & Decorator | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | |
| Plumbing | 52 | 48 | 1 | 4 | 25 | 1 | 4 | 237 | 108 | 72 |
| Radio & T.V. Repair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | |
| Refrigeration & Air Conditioning | 3 | 4 | 1 | 0 | 1 | 0 | 3 | 23 | 2 | |
| Service Station Mechanic | 12 | 11 | 8 | 0 | 12 | 9 | 12 | 349 | X | |
| Small Equipment Repair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | |
| Sheet Metal | 15 | 15 | 2 | 1 | 7 | 1 | 2 | 30 | 14 | |
| Steamfitter/Pipefitter | 2 | 2 | 0 | 0 | 0 | 0 | 12 | 33 | 8 | |
| Welder | 18 | 32 | 20 | 3 | 20 | 3 | 7 | 25 | 9 | |
| Engine Fitter | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | |
| Totals | 508 | 531 | 122 | 40 | 255 | 59 | 114 | 2409 | 806 | 178 |

## EXAMINATION SECTION

**Examinations Administered**

| | |
|---|---|
| Apprentice Program | |
| Block Release | 114 |
| Interprovincial | 81 |
| Pre-apprentice | 228 |
| Tradesman's Certification Program | |
| Trades Qualification | 249 |
| Trades Proficiency | 2 |
| Interprovincial | 48 |
| Service Station Mechanic | 42 |
| TOTAL | 764 |
| Provincial Exams reviewed and revised | 12 |
| Interprovincial Exams validated | 8 |
| Occupational Analysis reviewed | 6 |
| Canadian Occupations (Immigration Canada)reviewed | 20 |

Prince Edward Island has responsibility for the Construction Eelectrical Interprovincial examination. The examination was reviewed and revised this year to bring it up to date with industry advances and changes in the Canadian Electrical Code.

With the designation of the Secretarial Occupation in April, the Advisory Committee has been engaged in the development of the certification examination. It will be ready for use in the new year.

**MOORE COMPLETES APPRENTICESHIP**

A happy apprentice, Alan Moore, Right, receives his Apprenticeship Completion Certificate from Labour Minister, George McMahon. Mr. Moore was one of three apprentices receiving certificates recently. The apprentices also recive a "Certificate of Qualification" as General Welders for Prince Edward Island along with a "Red Seal" which indicates that they are recognized as qualified Welders on a Canada-wide basis.

**INDUSTRIAL TRAINING** **1982**

| CATEGORY | Ch'town | | S'Side | | Montague | | Souris | | O'Leary | | Totals | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Contracts | Trainees | Contracts | Trainees | Contracts | Trainees | Contracts | Trainees | Contracts | Trainees | Contracts | Trainees |
| Agriculture | 34 | 34 | 7 | 10 | 14 | 18 | - | - | 8 | 8 | 63 | 70 |
| Forestry | 4 | 11 | 5 | 21 | 3 | 14 | 1 | 8 | 1 | 8 | 14 | 62 |
| Fish & Food Processing | 7 | 30 | 1 | 1 | 1 | 4 | - | - | - | - | 9 | 35 |
| Manufacturing | 51 | 126 | 5 | 21 | 4 | 25 | 1 | 1 | 2 | 3 | 63 | 176 |
| Construction | 11 | 13 | 3 | 5 | 1 | 1 | - | - | - | - | 15 | 19 |
| Transportation &Storage | 11 | 29 | 6 | 32 | 1 | 1 | 1 | 1 | 2 | 3 | 21 | 66 |
| Retail | 13 | 14 | 2 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 22 | 24 |
| Hospitality | 26 | 28 | 2 | 2 | 1 | 1 | - | - | 1 | 1 | 30 | 32 |
| Office | 2 | 2 | - | - | 1 | 1 | 1 | 1 | - | - | 4 | 4 |
| General | 40 | 44 | 11 | 22 | 4 | 4 | 1 | 1 | 3 | 3 | 59 | 74 |
| Totals | 1 99 | 331 | 42 | 117 | 33 | 72 | 6 | 13 | 20 | 29 | 300 | 562 |

The above tables shows the number of Industrial Training contracts and trainees by category and by region.

Because of the down turn in the economy, employers are not hiring many new workers and don't have the need for training assistance as they had in the past. Total number of contracts is down 43% and trainees down 37%. It is expected that this will show some improvement in the coming year.

Respectfully submitted,

Louis F. Dalton
Manager

# INSTITUTIONAL TRAINING BRANCH

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

This branch is responsible for the Provincial administration of the National Training Program (formerly the Canada Manpower Training Program), funded by the Canada Employment and Immigration Commission, and the Provincially-sponsored Adult Night Class Program.

## NATIONAL TRAINING PROGRAM

The Adult Occupational Training Act (1967) has been replaced by the National Training Act, which received Royal Assent on July 7, 1982. As in the past the legislation provides for Federal funding of manpower training which is co-sponsored by the Province. Significant changes in the enabling legislation include the addition of the "Skills Growth Fund" which will provide assistance for the expansion or modernization of training facilities as well as greater emphasis being placed on higher level skill training.

### Skills Growth Fund

Two proposals have recently been submitted for approval under this program, they are:

— A Proposal for Expansion of the Programmer/Analyst Program and Conducting the Program Using a Computer Based Delivery System; and

— A Proposal to Upgrade the Equipment for Radar Navigation Training at the Marine and Fisheries Training Centre.

(The two submissions have been forwarded to the Canada Employment and Immigration Commission, National Headquarters for review and acceptance/rejection.)

### Higher Level Skills Training

A number of changes have been made in the annual Institutional Training program which have increased higher level skills training opportunities. They include:

(a) the development of two new courses: Industrial Electrician and Business Programmer Analyst;

(b) the revision of the annual training plan directed at increasing training opportunities in high level skills training courses which have been offered in the past;

(c) the Resident Care Worker training course is being offered in Summerside for the first time; and

(d) the attendance of a branch representative at a National Meeting of "Provincial Officials Responsible for Continuing Education" at which new directions in manpower training were addressed.

Subsequent to the proclamation of the National Training Act the branch participated in the negotiation of a Federal/Provincial Training Agreement which was endorsed by the federal Minister of Employment and Immigration and the provincial Minister of Labour on November 8, 1982. The agreement will remain in effect until March 31, 1985. As well the present Holland College-Provincial Agreement is currently under review to assess its compatability with the new National Training Act and the Federal/Provincial Training Agreement.

The annual Certification of training costs for the fiscal training period ending March 31, 1982 has been completed. The Certification Statement reflects a balance owing the Province of $206,718 for training conducted under the Canada Manpower Training Program during 1981/1982. Additional statistics have been incorporated in the following summary:

Statistical Summary:

| | 1978 | 1979 | 1980 | 1981 | 1982 |
|---|---|---|---|---|---|
| Student Days | 158,300 | 153,500 | 138,400 | 133,235 | 119,037 |
| No. Courses | 268 | 258 | 220 | 197 | 166 |
| Courses Cancelled | 15 | 22 | 14 | 11 | 4 |
| Training Costs | $2,880,000 | $2,999,000 | $3,328,000 | $3,795,000 | $4,229,000 |

**Adult Night Class Program**

The need and demand for part-time Academic Upgrading for adults in Prince Edward Island continues to be strong. Increasing technological complexity in the workplace, bleak employment opportunities and a relatively constant level of illiteracy amongst the Province's adult population have contributed to the continuing demand for Adult Night Classes.

In addition to those locations at which adult night classes were offered last year a class is now being conducted in Crapaud.

Statistical Summary:

| | 1978 | 1979 | 1980 | 1981 | 1982 |
|---|---|---|---|---|---|
| Students | 769 | 519 | 559 | 567 | 523 |
| Cost of Training | $116,000 | $90,150 | $100,000* | $100,000* | $100,000* |

* A small portion of this budget was absorbed in the subsidization of literacy council activities.

A Citizenship course was also offered under the auspices of the Adult Night Class Program for 'newcomers' to Canada who are resident in this Province. The class provided instruction for 16 adults who have since applied for Canadian Citizenship.

As stated last year this branch continues to subsidize the Province's three literacy councils (Queens County, Summerside and West Prince) which provide literacy tutoring to adults on a one-to-one, volunteer basis. A Provincial Conference for Volunteer Literacy Tutors was held on October 2, 1982 and enjoyed limited financial support provided by this branch.

Increased subscription to Literacy Council services, significant escalation in the cost of educational resources, and reduced support of academic training programs by the Canada Employment and Immigration Commission continue to place increasing demands upon the limited funds available under the Adult Night Class Program.

Respectfully submitted,

J. Edgar MacCallum
Manager

# REPORT OF JOINT FEDERAL/PROVINCIAL MANPOWER NEEDS COMMITTEE

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown
Prince Edward Island

Sir:

I am pleased to submit the report of the Joint Federal/Provincial Manpower Needs Committee covering the calendar year 1982.

The Committee structure has the responsibility of assessing the manpower needs in terms of existing and anticipated supply and demand and to ensure that effective mechanisms exist to meet those demands.

The training input received during 1982 from the various representatives of government, labour, management, and other agencies enabled the Committee to complete a thorough review of the labour market needs to determine the training to be reflected in the Annual Training Plan. The Training Plan recommends the volume of institutional training days required, as well as cost estimates for the fiscal year 1983/84.

The Joint Manpower Needs Committee participated in negotiating the Federal/Provincial three-year Adult Occupational Training Agreement covering the period September 1, 1982 to March 31, 1985 co-ordinating the various job creation programs of the Federal Government to the Canada Employment and Immigration Commission on behalf of the Province, as well as co-ordinating and soliciting information internationally and inter-provincially on job creation programs.

The Secretariat managed the day to day operations of the Joint Manpower Needs Committee structure and coordinated the activities of the various sub-committees and working groups, while completing many other tasks associated with the Department of Labour.

Respectfully submitted,

L.B. Murphy
Provincial Co-Secretary
Joint Manpower Needs Committee

# REPORT OF THE CO-ORDINATOR OF THE PRINCE EDWARD ISLAND WAGE SUBSIDY PROGRAM

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

The Prince Edward Island Wage Subsidy Program is a result of the work by the Ministerial Task Force on Employment Creation. The Task Force was established in late April, 1982 by Premier James Lee, who appointed Honourable Pat Binns, then Minister of Labour, as its Chairman. The Program was inaugurated on July 5, 1982 following a joint announcement by Premier James Lee and Honourable Pat Binns during which Mr. Binns was quoted, "The Prince Edward Island Wage Subsidy Program reflects the Prince Edward Island Government's deep concern with the need to create job opportunities for unemployed Islanders. It is anticipated that 500 additional jobs will be created as a result of the Program."

I am pleased to report that the number of jobs created under the program has exceeded the Minister's expectations. By year end, approvals have been granted to 356 applications for the creation of 541 subsidized positions in over 300 private sector Island organizations.

Following are the objectives and criteria for the Prince Edward Island Wage Subsidy Program.

**Objective**

To provide an incentive to employers to create additional positions within their establishments by offering a subsidy covering 50% of the employee's hourly rate to a maximum of $2.00 per hour for a ten-week period during which the employer must provide between 24 and 40 hours of work to the subsidized position.

**Employer Eligibility Criteria**

1. All private sector employers (including farmers and fishermen) are eligible.
2. Non-profit organizations with less than 50% of their budget from government sources are eligible.
3. Employers must have a tax number and, if applicable, Workers Compensation coverage.

**Job Eligibility Criteria**

1. The job(s) must be additional position(s) and cannot be used to replace staff on leave or to fill a vacant position.
2. The job(s) must not be filled prior to application approval.

3. Job(s) which are already funded by other Federal or Provincial programs are not eligible for funding.
4. Employees hired under this program must not displace regular workers.
5. The maximum number of job(s) per establishment is five.

**Employment Eligibility Criteria**

1. Employees must have been unemployed for at least four weeks.
2. The employee must not be a member of the employer's immediate family.
3. The employee must not be returning to school in the fall.

As the program's co-ordinator, I am pleased to have been charged with the duties of administering the program under the auspices of the Manpower Resources Division of the Prince Edward Island Department of Labour.

I wish to take this opportunity to express my thanks to you and the staff of the Department for the assistance provided to me.

Respectfully submitted,

Daryl MacDonald
P.E.I. Wage Subsidy Program
Co-ordinator

# REPORT OF THE RESEARCH AND PLANNING BRANCH

December 31, 1982

Mr. L. W. Brammer
Deputy Minister
Department of Labour
Charlottetown, P.E.I. C1A 7N8

Sir:

I am pleased to submit the 1982 report of the Research and Planning Branch activities. During the year, the Branch was involved in a number of different projects.

Results for the 1981 P.E.I. Employers' Survey have been prepared which identify the characteristics of the employed, such as occupation, industry and age, the traing needs of employers, and other employment related problems such as turnover or difficulties in recruiting qualified employees.

The first annual Student Follow-Up Survey was also conducted. The 1981 Graduates of U.P.E.I., Holland College and Manpower courses were surveyed to determine their labour market outcomes. Several reports will be available for distribution early in 1983. The Branch received tremendous cooperation from both Holland College and U.P.E.I., as well as the other Maritime Provinces involved in the survey.

Renegotiation of the Federal/Provincial Adult Training Agreement was another major project of the Division as a whole, as well as the Branch. Considerable time was spect in analyzing the Agreement to determine the Provincial implications.

The new Canadian Occupational Projection System which is being developed by the Federal Government requires substantial input from the Province. The purpose of the system is to identify those occupations that are in a shortage situation. The Branch has reviewed various projections and provided data that are to be used in the development of the system.

The Branch was also involved in the design of two job creation programs - the Wage Subsidy and the Provincial Youth Development Programs. A job creation proposal to access the Developmental Use of Unemployment Insurance funds was also developed.

The Research and Planning Branch continues to be actively involved in three sub-committees of the Joint Federal Provincial Manpower Needs Committee.

The Branch also plans to publish a Quarterly Labour Market Bulletin which will provide the public with information on the labour market. The first issue will present statistics for the entire 1982 calendar year.

During 1982, the Branch received numerous requests for labour market information from the public and other Government Departments.

Respectfully submitted,

Carol A. Mayne
Acting Chief